



BPA VACANCY ANNOUNCEMENT (# 00-398)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER
ADMINISTRATION

POSITION AND LOCATION FISH BIOLOGIST (HATCHERY/PRODUCTION), GS-482-12/13, PORTLAND, OR

OPENING DATE
07/24/00

CLOSING DATE (*Close of Business*)
08/21/00

ANNUAL PAY RATE
GS-12 - \$51,209.00 - \$66,570.00
GS-13 - \$60,896.00 - \$79,162.00

Selections at Bonneville Power Administration (BPA) are based on merit and are accomplished without regard to political, religious, or union affiliation or non-affiliation, marital status, race, color, national origin, sex, sexual orientation, age, or non-disqualifying physical disability; nor will such action be based upon any personal relationship, patronage, or nepotism.

WHO MAY APPLY: Career and Career Conditional Employees of Bonneville Power Administration, Transfer Eligibles, Reinstatement Eligibles, 30% or more Disabled Veterans, Veterans eligible to apply under the Veterans Employment Act of 1998, and CTAP/ITCAP Eligible.

POSITION LOCATION: Corporate, Environment Fish & Wildlife, Anadromous, Resident Fish & Wildlife, KEW

NOTES

The full performance level of this position is GS-13. This position may be filled at the GS-12 or GS-13 level. You must indicate on your application the grade level for which you are applying. Candidates hired at less than full-performance level may be promoted without further competition when assigned higher level duties and meeting all qualification requirements

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

CAREER TRANSITION ASSISTANCE PROGRAM (CTAP)/INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP)

: Displaced or surplus employees who may be entitled to consideration under CTAP/ICTAP must meet the OPM and BPA requirements for consideration. In order to receive consideration, displaced/surplus employees must apply for consideration. For additional information, please refer to www.opm.gov or to www.bpa.gov. You may also call the point of contact for this position for CTAP/ICTAP information and assistance.

DUTIES AND RESPONSIBILITIES: Serve as Senior Biologist for implementation of artificial production measures of the Council's Columbia Fish and Wildlife Program (Program). Performs the following duties; manages, coordinates, and provides technical oversight and leadership for BPA's implementation of recovery programs for Endangered Species Act listed anadromous and resident fish and lamprey. Provides technical leadership, staff level coordination, consultation, and technical guidance to non-biological Fish & Wildlife Project Managers (GS-12 and below), on anadromous fish propagation projects and programs including construction and operation of major fish production and acclimation facilities, supplementation programs, and captive breeding programs for threatened/endangered salmon species. Applies a broad and diversified knowledge of fishery resources to influence planning and administration of BPA's implementation of artificial production measures. Technically reviews Endangered Species Act Section 7 consultation documents, Environmental Impact Statements, and other technical documents for other Fish and Wildlife Project Managers' projects. Participates as needed with the Integrated Hatchery Operations Team. Participates in development of BPA positions for NMFS Biological Opinion for federal hatchery operations in the Columbia River Basin. Consults with senior Northwest Power Planning Council staff and the Independent Scientific Review Panel on artificial production issues, experimental captive broodstock technology issues, and BPA-funded artificial propagation and endangered and threatened salmon recovery programs involving captive breeding and supplementation. Manages design and construction of major anadromous fish production facilities, with independent technical decision-making authority over engineering design changes, construction change orders, and final acceptance of the facility. Leads, guides, coordinates, negotiates development of strategies for specific supplementation and production projects with the Council, regional fish and wildlife agencies, Indian Tribes, project operators, and other interest groups. Works with other regional players in a team approach for developing solutions to biological and policy issues. Incumbent is expected to understand and commit to Fish & Wildlife Subgroup and BPA policies and represent and support them assertively in Program implementation. Reviews, analyzes, and recommends BPA implementation activities or projects submitted by fish and wildlife agencies, Tribes, and other groups in relation to artificial and natural production in the Columbia River Basin. Provides biological expertise to properly scope and define needs and

objective, statements of work, biological evaluation criteria, and any other pertinent technical information used to develop procurement solicitations for fish and wildlife activities. Guides BPA to innovative, effective solutions for technical, tactical, or institutional impediments to Program implementation, which are acceptable to the Council, state, tribal, and federal fishery managers, project operators, utilities, and other interest groups. Serves as Contracting Officer's Technical Representative (COTR), when delegated authority by a Contracting Officer (CO). Negotiates technical matters. Monitors performance and compliance with the contract to ensure that Bonneville receives goods or services that conform to the technical requirements as set forth in the contract. Performs routine project management activities such as planning, scheduling, and budgeting. Prepares or assists in the preparation of expert testimony, position papers, issue papers, and other documents associated with fish and wildlife program activities. Employee may be required to operate a motor vehicle on an incidental basis.

Basic Requirements:

- A.** Successful requirement of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree that included at least 6 semester hours in aquatic subjects such as limnology, ichthyology, fishery biology, aquatic botany, aquatic fauna, oceanography, fish culture, or related courses in the field of fishery biology; and at least 12 semester hours in the animal sciences in such subjects as general zoology, vertebrate zoology, comparative anatomy, physiology, parasitology, ecology, cellular biology, genetics, or research in these fields; **OR**
- B.** Combination of education and experience – courses equivalent to a major in biological science (i.e., at least 30 semester hours), of which a minimum of 6 semester hours were in aquatic subjects and 12 semester hours were in the animal sciences as shown above, plus appropriate experience or additional education.

QUALIFICATION REQUIREMENTS: Applicants must have had a total of 1 year specialized experience that has equipped the applicant with the particular knowledge's, skills and abilities to perform successfully the duties of the position, and that is typically related to the work of this position. **Specialized Experience** is defined as experience working in a position which would have given the applicant extensive knowledge of fisheries and aquatic management. To be creditable, specialized experience must have been equivalent to at least one year at the next lower grade level of the position to be filled.

Note: Applicants who have qualifying experience performed on less than a full-time basis must specify the percentage and length of time spent in performance of such duties.

TIME-IN-GRADE RESTRICTION(s):

Applicants must have served 52 weeks at the next lower grade level in the Federal service.

- For GS-12, 52 weeks at GS-11.
- For GS-13, 52 weeks at GS-12.

BASIS OF RATING: No written test is required. If qualified, ratings will be based on an evaluation of the quality and extent of experience, education, and training in relation to the following knowledge's, skills, and abilities. Applicants must submit narrative responses to the following knowledge's, skills and abilities:

- 1 Facilitating Work.** Ability to establish and define long- and short-term organizational goals; clearly define required work results and establish parameters for accomplishments of these results, to facilitate a collaborative decision making process; to encourage problem solving by subordinates; make functional assignments based on recognized employee strengths; develop and gain support for the organization's vision.
- 2 Effective Communication.** Ability to clearly and concisely share information with subordinate staff; to present both verbally and in writing ideas which are shared with employees at all levels; to develop an atmosphere of teamwork through shared ideas and shared goals; to negotiate resolution of controversial issues; to build relationships internally and externally, which facilitate the accomplishment of work.
- 3 Innovation.** Ability to develop new or improved methods and hypotheses to assess, implement, monitor and adapt hatchery/production projects and issues.
- 4 Project Management.** Ability to provide project management and leadership through the use of effective team building, coaching, and mentoring; assign accountability and responsibility as appropriate; establish standards of quantity and quality for work produced; and provide feedback on work accomplishments.
- 5 Overall Implementation.** Ability to apply principles of Fish and Wildlife ecology habitat restoration and monitoring/evaluation to plan, implement, monitor and adaptively change Fish & Wildlife policy and mitigation practices.

APPLICATION INFORMATION:

There is no specific required application form. There is specific information that you are required to submit. For further information on completing your application, please refer to the statement below "Required Information on Resumes."

- Applicants may, at their choice, submit a resume, the Optional Application for Federal Employment (OF 612), a copy of the obsolete Application for Federal Employment (SF 171), or any other written application format.
- All applications must contain sufficient information to determine eligibility for the position.
- **Applicants will not be contacted for missing information. Material received after the closing date will not be accepted.**

HOW TO APPLY:

Submit your application with supplemental information. It must be received with the application. Your application package should include the following:

1. Your resume, or other application, that fully describes your education and experience.
2. Narrative responses to Knowledges, Skills, and Abilities.
3. College Transcripts
4. SF-50, Notification of Personnel Action (if applicable)
5. DD-214, Member 4 (if applicable).

REQUIRED INFORMATION ON RESUMES :

1. Announcement number, title, and grade of the position for which you are applying.
2. Your full name, mailing address, and day and evening telephone number.
3. Your Social Security Number.
4. Country of citizenship.
5. High school attended which includes name of high school, location (city/state), and date of diploma or GED.
6. Work experience (Paid and non-paid experience related to the job for which you are applying. Include job title, duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates, hours worked per week, salary).
7. Indicate if we may contact your current supervisor.
8. A list of other job related training, skills (for example, languages, tools, machinery, typing speed, etc.), certificates and licenses, honor societies, awards, professional membership, publications, leadership activities, performance awards, etc.

FORMS AVAILABILITY: All application materials may be obtained from all Bonneville Power Administration Human Resources offices (5411 NE Highway 99, Plant Services Building, Vancouver, WA, or 905 NE 11th Avenue, Portland, OR), or by calling 360-418-2090 or 503-230-3055. You may also download a copy of this announcement, including all forms from our website at www.bpa.gov

If you have questions, you may call the Staffing Center, 503-230-3055 or 360-418-2090.

Do not submit letters of recommendation, copies of awards, training certifications, copies of position descriptions, or published works unless specifically requested above. Applicants should retain a copy of their application as BPA does not return applications or provide copies.

WHERE TO APPLY:

Bonneville Power Administration, ATTN: Personnel Services – CHM-1, P. O. Box 3621, Portland, OR 97208-3621.

RECEIPT OF APPLICATION:

Your complete application must be received by the closing date (close of business). You may also submit your application by fax or email.

Applicants will be notified of receipt of their application package.

FAX APPLICATIONS:

Faxed applications should be sent to **360-418-2063**. Applicants are responsible for ensuring that application materials transmit successfully.

EMAIL APPLICATIONS:

Applications should be sent as email attachments to: **bpaapplicants@bpa.gov**. The Announcement Number must be included in the subject line of the email. Required forms may be sent as email attachments, may be faxed, or sent as hard copy. Application materials provided by different means must be cross-referenced so they may be combined at BPA. Applicants who apply by email will receive an email confirmation. Applicants are responsible for ensuring that application materials are formatted in a manner that will transmit successfully.

THE BONNEVILLE POWER ADMINISTRATION IS A HARASSMENT FREE WORKPLACE.

www.va.gov	www.bpa.gov	www.usajobs.opm.gov	http://www.opm.gov/qualifications/index.htm
Veterans	Bonneville Power	Office of Personnel	Office of Personnel Management
Administration	Administration	Management Jobs	